



WORKFORCE FRONTIERS
SYMPOSIUM
NOVEMBER 8, 2018

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CHARTING A PATH

PETER CALLSTROM, CEO
SAN DIEGO WORKFORCE PARTNERSHIP
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Better Careers and Fair Work for All Californians: Early Lessons from The James Irvine Foundation's Next Frontier

Elizabeth Gonzalez, Portfolio Director
The James Irvine Foundation
@Gonzalez4Irvine

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The James Irvin
Foundation

OUR WORK TO EXPAND OPPORTUNITY

Elizabeth Gonzalez, Portfolio Director

In 2016, Irvine changed its strategy and focus. We now are supporting efforts to create **a California where all low-income workers have the power to advance economically.**

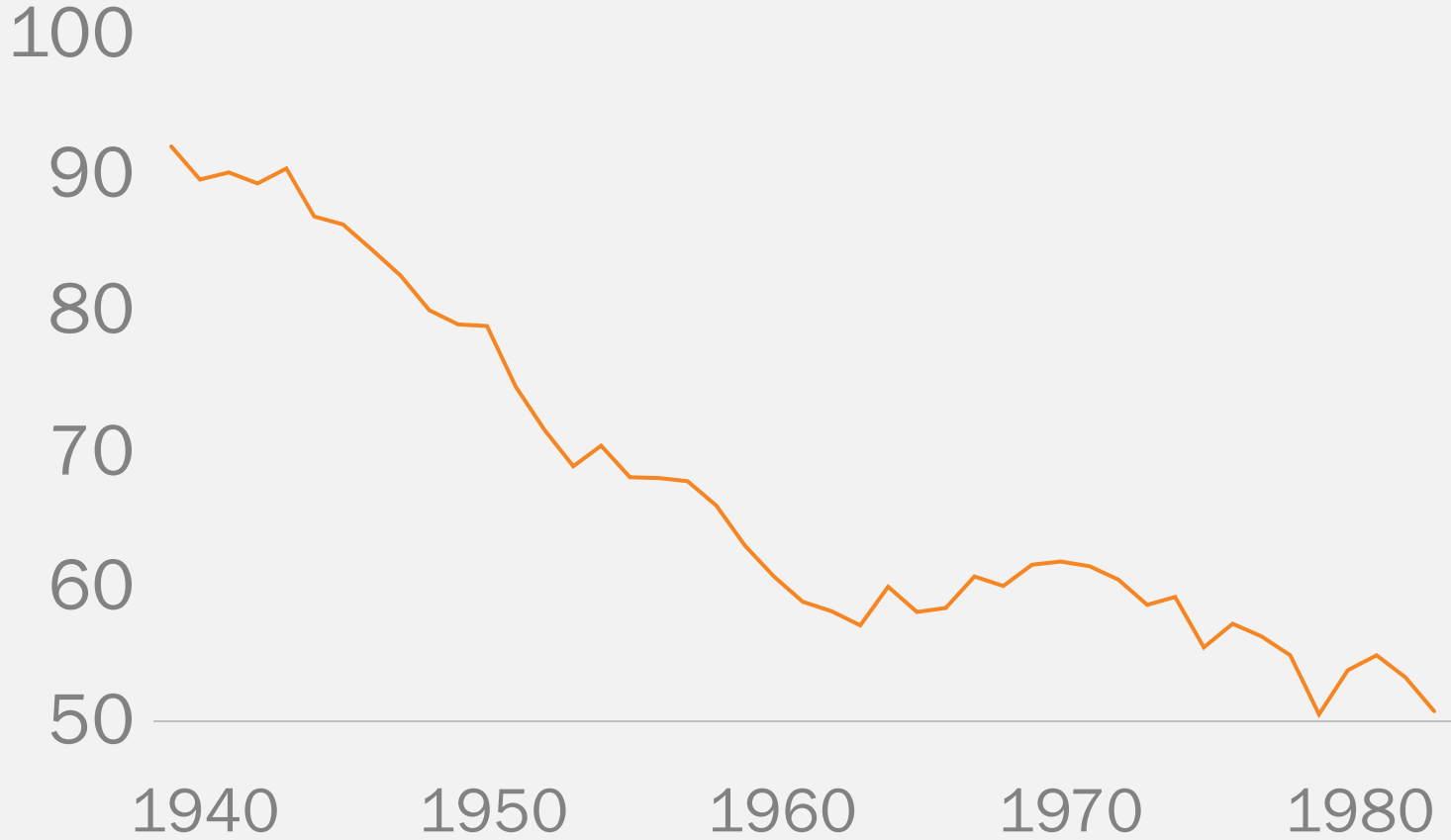




WHY NOW?

THE FADING AMERICAN DREAM

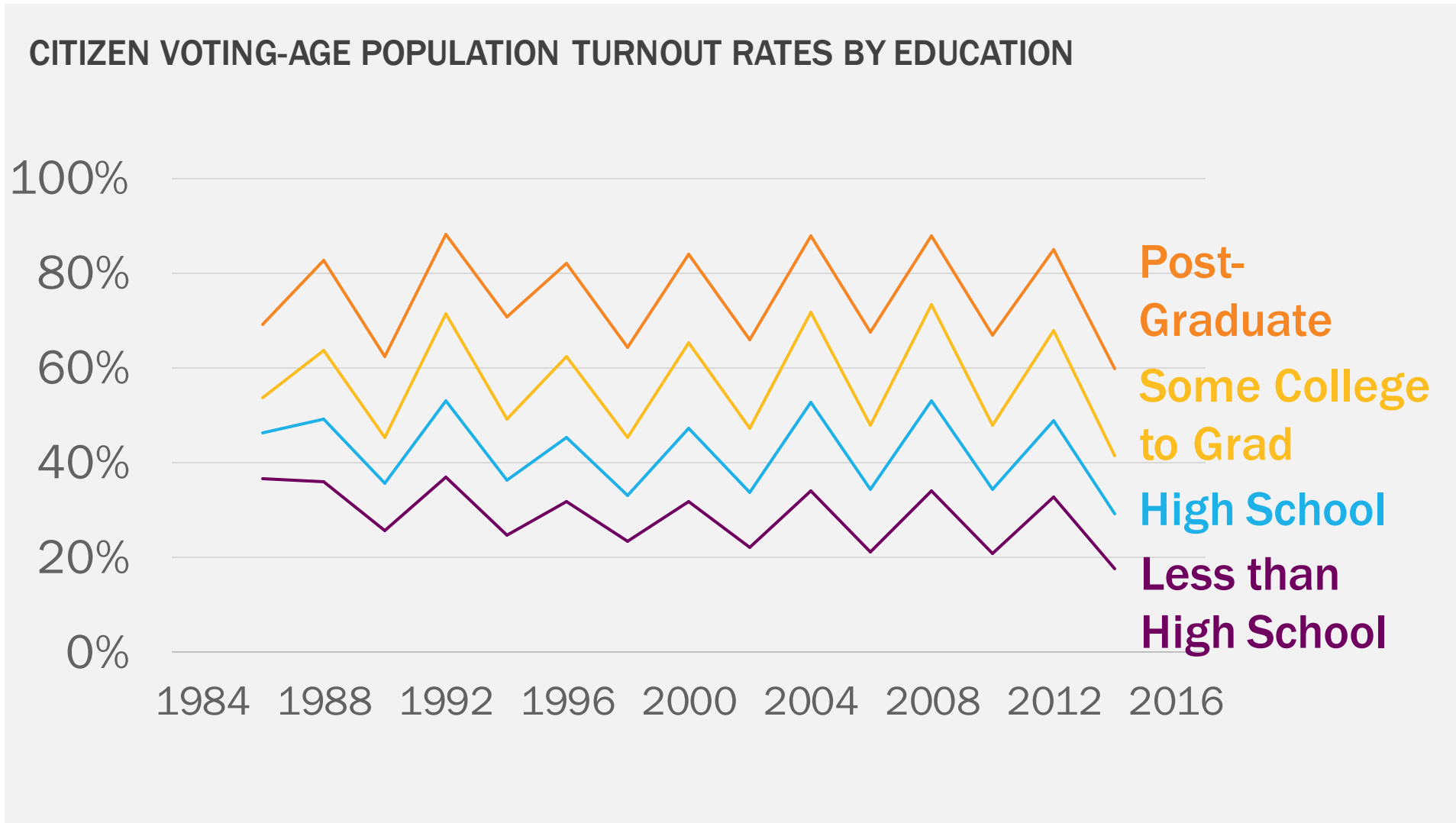
Percent of children earning more than their parents by year of birth



SOURCE: Raj Chetty, *The Fading American Dream*, Dec. 2016

There's a risk of a permanent underclass.

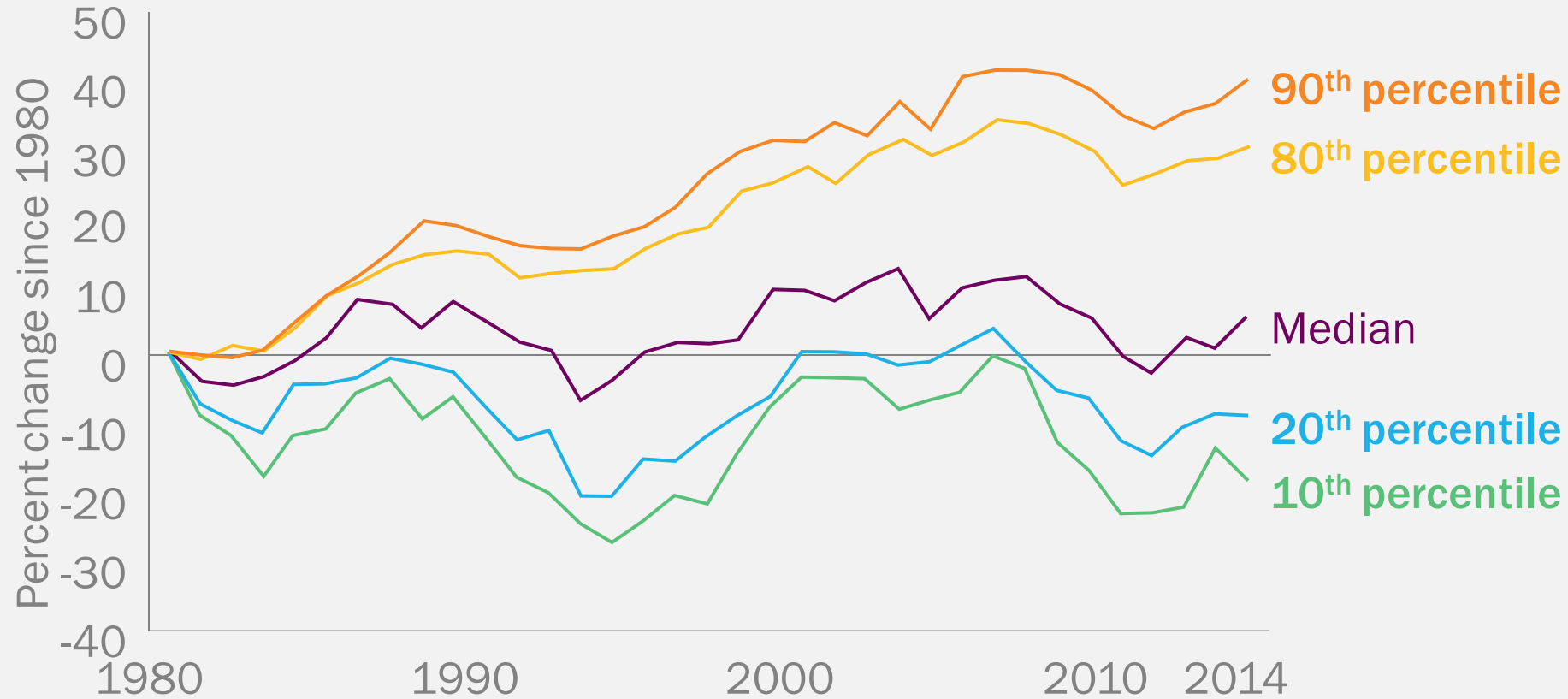
Low-wage workers' voices have less and less influence.



SOURCE: Census Bureau's Current Population Survey [not yet available for 2016 election], www.electproject.org/home/voter-turnout/demographics

California epitomizes these trends.

INCOMES REMAIN POLARIZED



SOURCE: Sarah Bohn, PPIC, *Income Inequality and the Safety Net in California*, May 2016, http://ppic.org/content/pubs/report/R_516SBR.pdf



WHAT WE'RE HEARING

Listening to Californians who are working but struggling with poverty



Learn more: irvine.org/CAvoices

14

Community Listening Sessions

with

400+

Californians

in

10

languages

- Amharic
- Armenian
- Cantonese
- English
- Korean
- Mandarin
- Somali
- Spanish
- Tagalog
- Vietnamese





“When I was starting out, you got a car, a house. You got the necessities. Today’s job markets don’t even help you get the necessities.”

— Substance Abuse Counselor, Oakland

“The bus didn’t even come to our community until we fought for it. The stop is still two miles from my house.”

— Participant, Coachella Valley



Learn more: irvine.org/CAvoices

“I do not feel like our politicians have a true concern as to what’s going on in the community.”

Youth Counselor, Los Angeles



Learn more: irvine.org/CAvoices



“You’re just a number nowadays. If you quit there are other people that will take your job.”

“You’re easily replaceable.”

Part-time Security Workers, Fresno

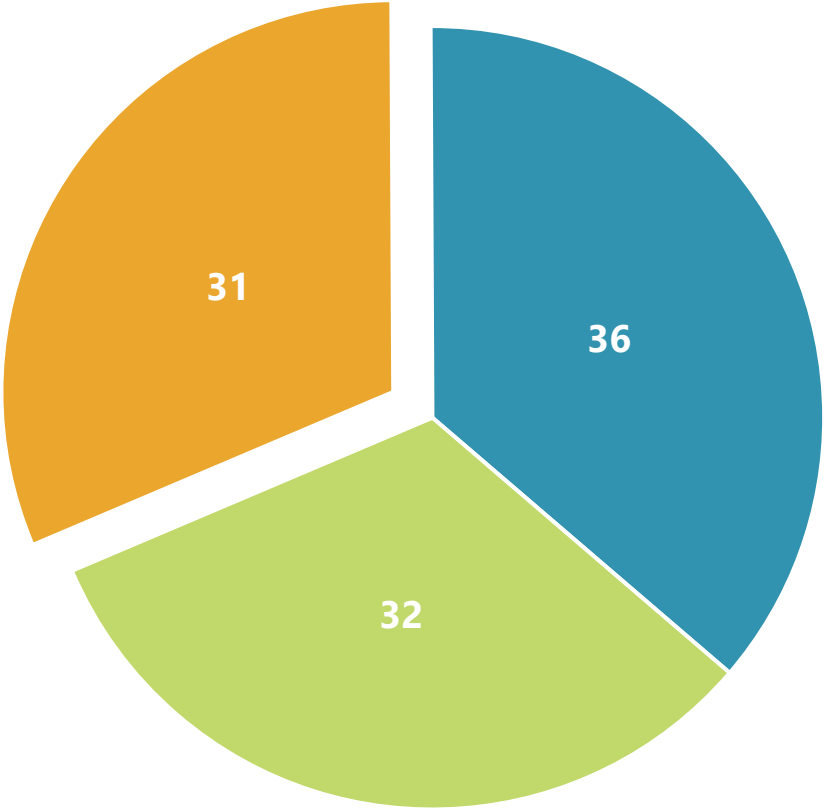
Learn more: irvine.org/CAvoices

2018 Survey of Working Californians

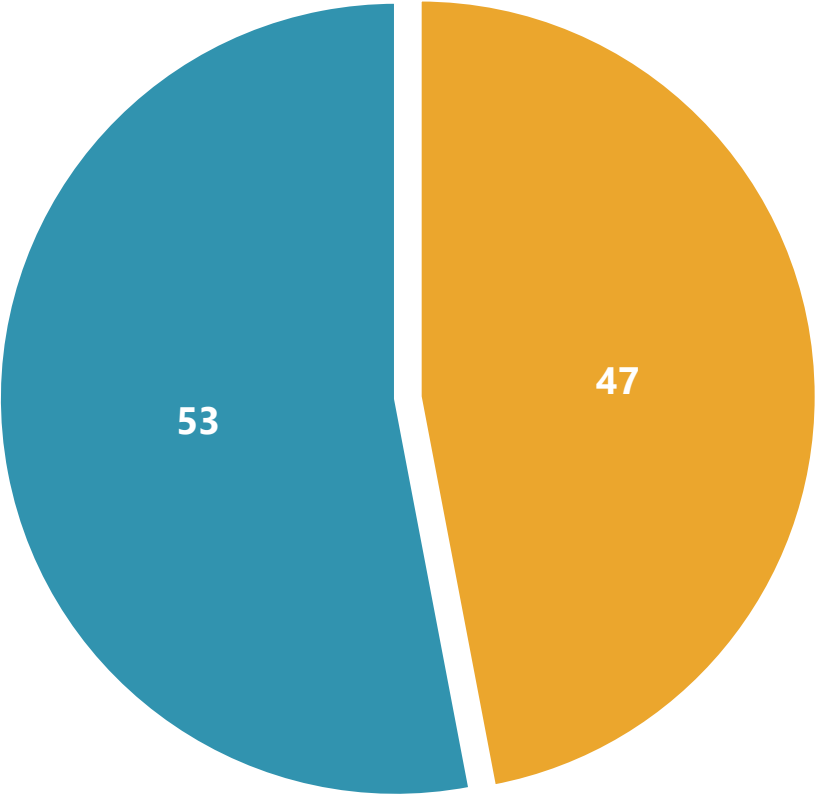
- PRRI interviewed 3,318 California adults (age 18 and up) this past May/June
- 1,068 respondents were working and struggling with poverty

Nearly One-Third of Californians Are Working but Struggling with Poverty

Among All Californians:



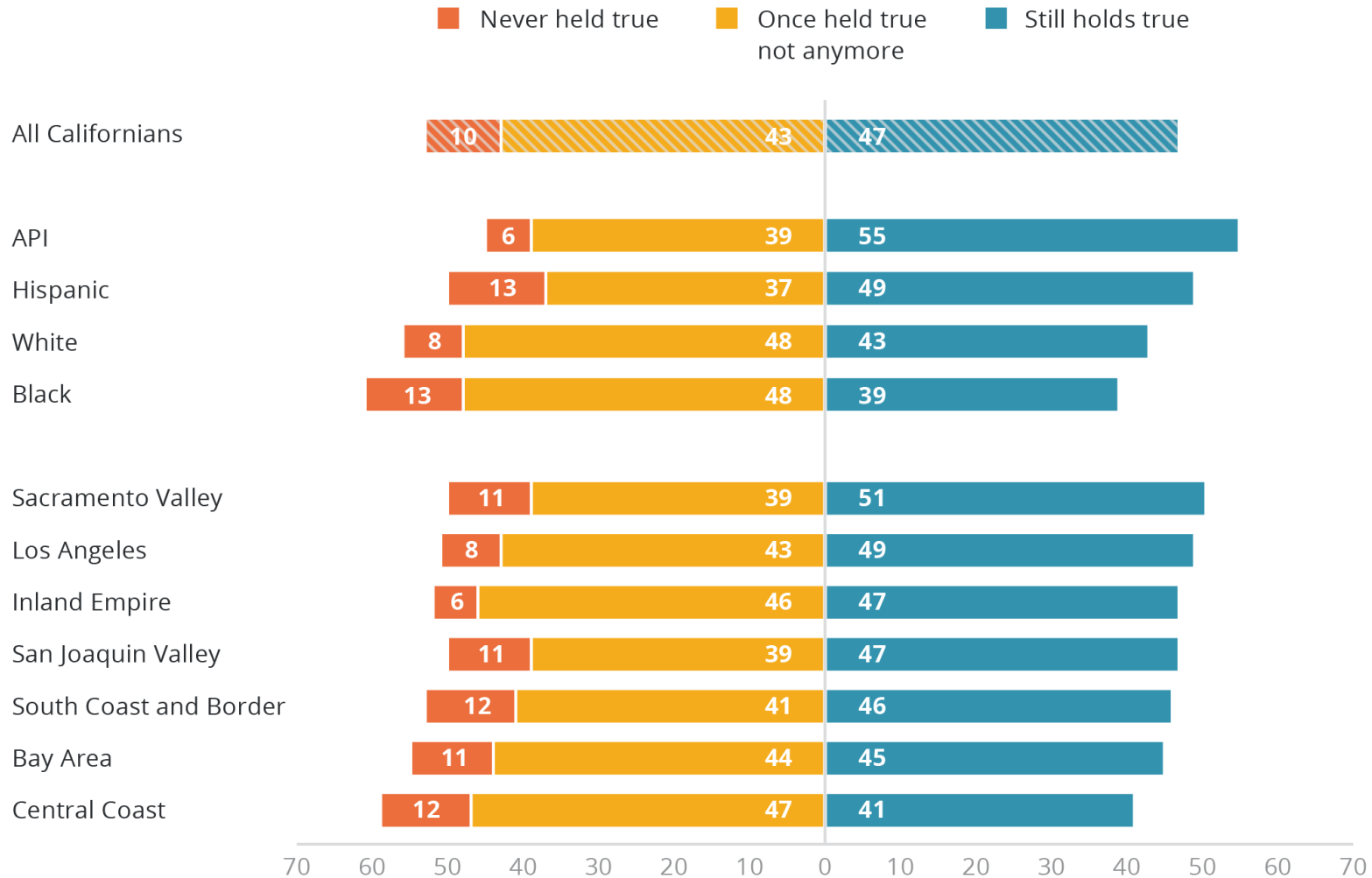
Among California Workers:



- Working and struggling with poverty
- Working and not struggling with poverty
- Other

Most Californians Do Not Think American Dream Holds True Today

Do you think the American Dream—that if you work hard you’ll get ahead—still holds true, never held true, or once held true but does not anymore?





WHAT WE'RE DOING

Irvine's New Initiatives



Better Careers

Connecting low-income Californians to good jobs with family-sustaining wages and advancement opportunities



Fair Work

Engaging low-wage workers to secure their wages, rights, and protections

WHY BETTER CAREERS?



- California's growing economy has created a number of middle-skill jobs that offer higher wages for high school graduates who have had additional training.
- Approximately 1.4 million middle-skill jobs are unfilled in California, and yet these jobs are just out of reach for many low-wage workers.



WHY FAIR WORK?



- 5 million working Californians make less than \$12.50 per hour.
- Low-wage workers do not always receive a fair day's pay for a fair day's work – roughly 600,000 Californians eligible for minimum wage lose an average of \$3,400 each to wage theft every year.



What is Success:

Better Careers



Help 25,000 low-income jobseekers secure employment that pays at least \$18 per hour

Fair Work



Partnerships among community organizations, employers, and public agencies to ensure workers get the wages they deserve, while leveling the playing field for employers



A California where all low-income workers
have the power to advance economically



The Intersection between Workforce Development and the Region's Homeless Response

Phil Blair

Chair, San Diego Workforce Partnership

Councilmember Chris Ward

City of San Diego

@ChrisWardD3

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The A New Approach to Financing Training and Higher ED

Andy Hall, Chief Operating Officer
San Diego Workforce Partnership
@AndyHall_SD

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David Parkins

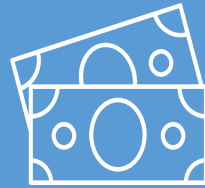
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Out of
Pocket



02



Grants



03

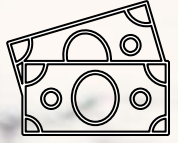


Loans





Out of pocket



Grants



“I took a career aptitude test that confirmed my desire for a **career change**, but [the career center] did not provide or **cannot provide the resources for training** as I was told there are no funds that support education or training at the time despite **being eligible.**”

SDWP customer, November 2017



Loans

\$1.5T

National student
loan debt



MarketWatch

65,245 views | Jun 13, 2018, 08:32am

Student Loan Debt Statistics In 2018: A \$1.5 Trillion Crisis



Zack Friedman Senior Contributor ⓘ
Personal Finance

Forbes

Home > Personal Finance

Two-thirds of student-loan borrowers have less than \$1,000 in the bank

Published: Nov 2, 2018 9:20 a.m. ET



Aa

About one-fifth worry they won't be able to make their next student loan payment, a new survey finds

CNN Money

Student loan debt just hit \$1.5 trillion. Women hold most of it

by [Katie Lobosco](#) @KatieLobosco

🕒 June 5, 2018: 10:21 AM ET

Recommend 464



EDUCATION · Published May 28

101 grads owe over \$1M in federal student loans, with more students expected to follow suit

Income Sharing Agreements (ISAs)

1

Minimum Income
Threshold

2

Payment Cap

3

Payment Term

4

Payment Window





1. Locally informed
minimum income thresholds



2. Payment caps in line with student loans

3. No credit checks



4. Criminal History



5. Competency, not pedagogy



A photograph of two women in an office setting. The woman on the left, with braided hair and wearing a patterned top, is looking towards the woman on the right. The woman on the right, with long dark hair and wearing a green floral top, is smiling broadly and pointing at a document on a wooden table. The background features a blue wall, an American flag, and a circular emblem.

6. Built-in career services

Java Programming Term Sheet

Cost of ISA = \$6,500

Minimum Income = \$45,000

Payment cap = 1.6x (\$10,400)

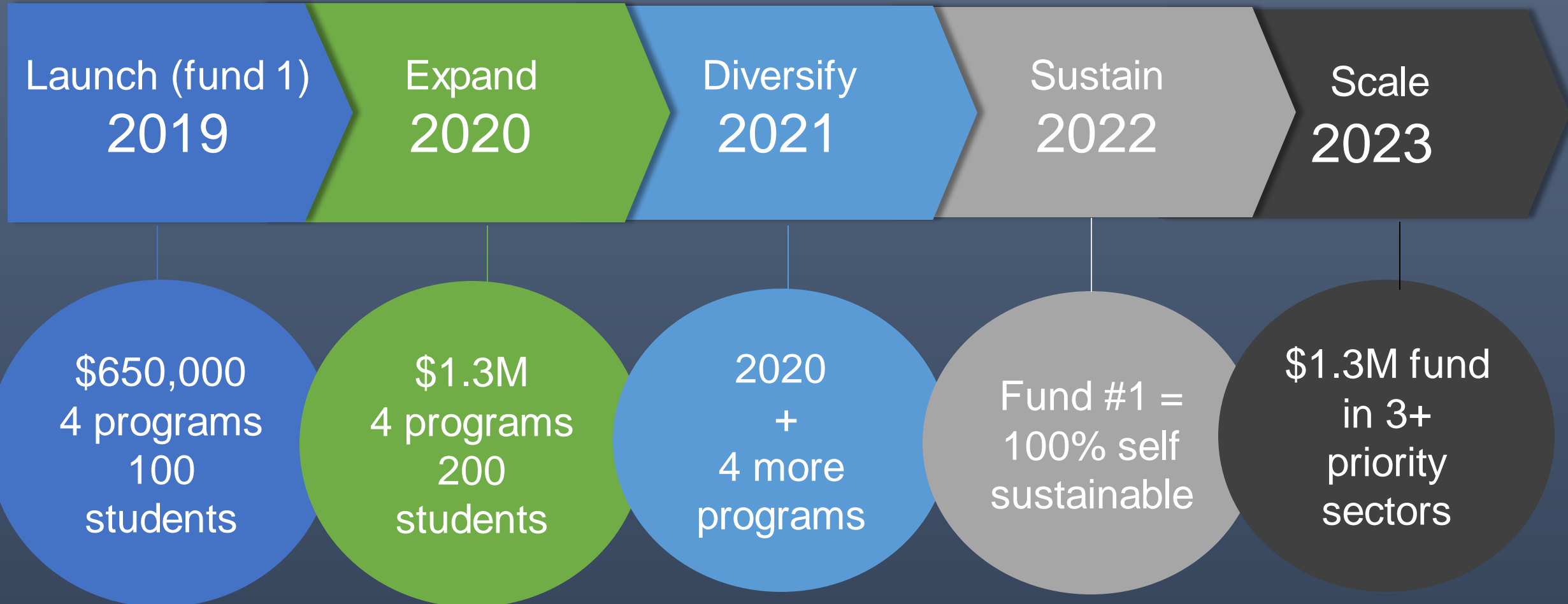
Income share = 6%

Required payments = 36

Avg. starting salary = \$72,155

Avg. starting payment = \$320

San Diego ISA Vision



Free
humanity
2016

Love City Height





QUICK EXPLORATION



2Gen: The Intersection between Workforce Development and Child Care

Laura Kohn, Director for Local Income Mobility (CLIMB)
San Diego Workforce Partnership
[@laurakohnlaura](#)

Dita Quiñones, working parent
Parent Voices, San Diego Chapter

[#thisisworkforce](#)



Beyond Policy: Making Workforce Dollars Work

Caroline Whistler, CEO and Co-Founder,
Third Sector Capital Partners Inc.

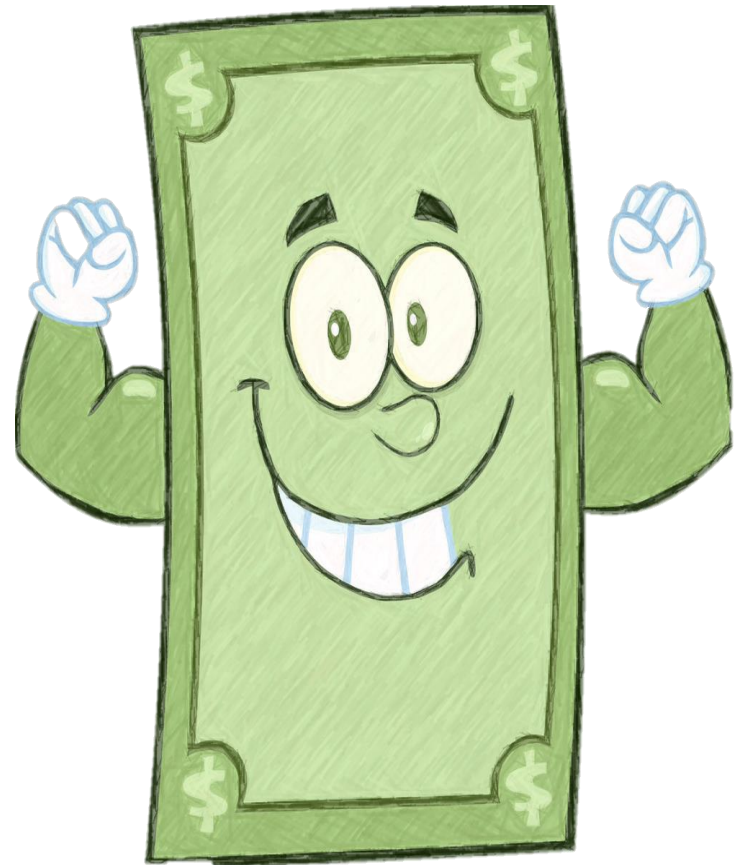
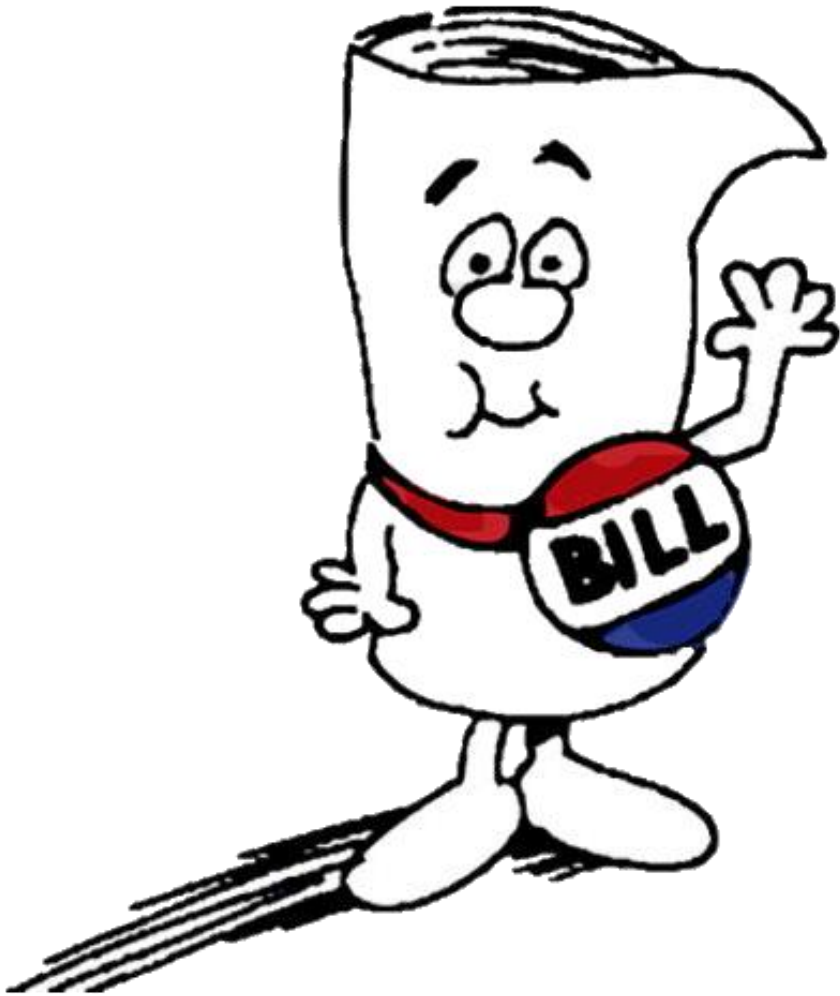
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When Bill Meets Bill

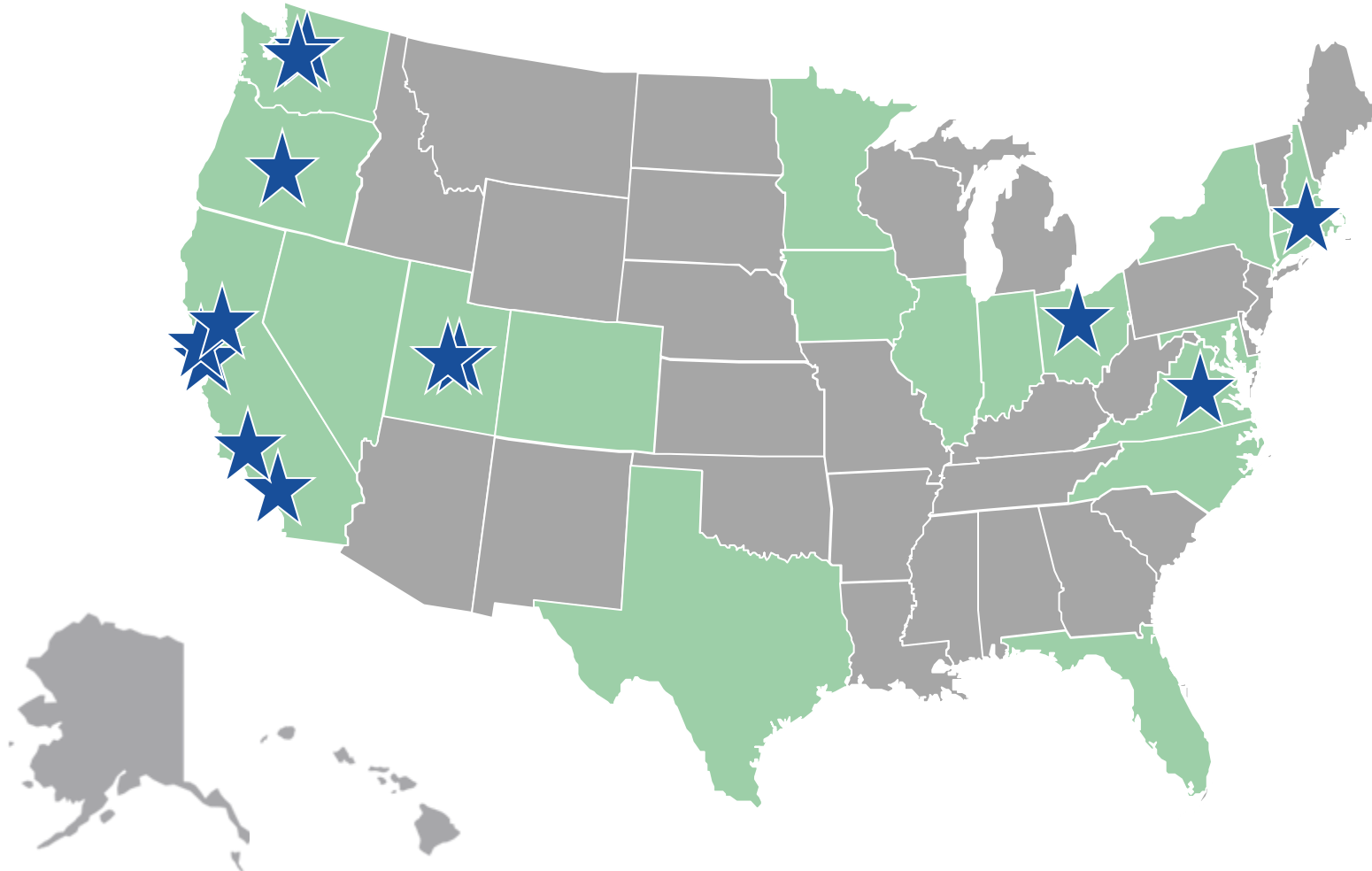








**Third Sector has supported 25,000 people through
\$365 Million in public funding via outcomes contracts**

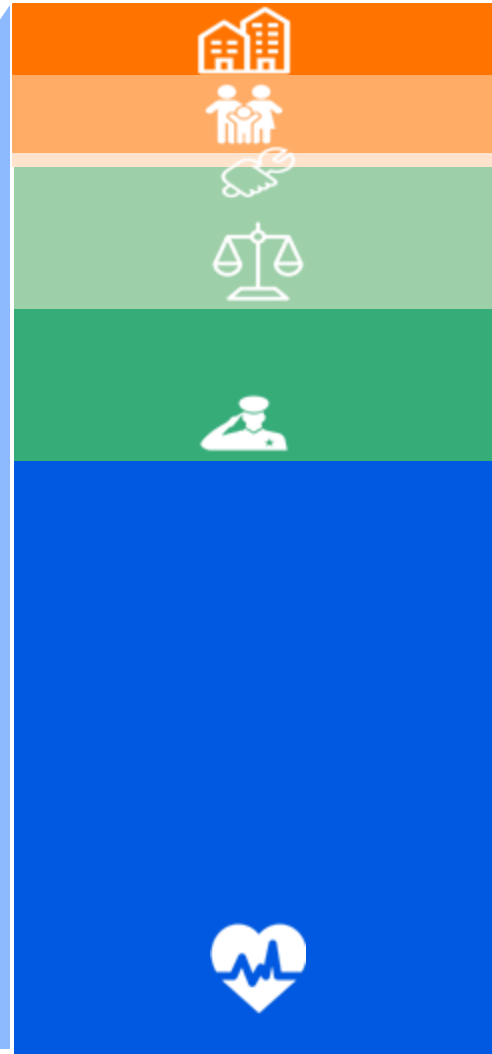


\$1 Billion

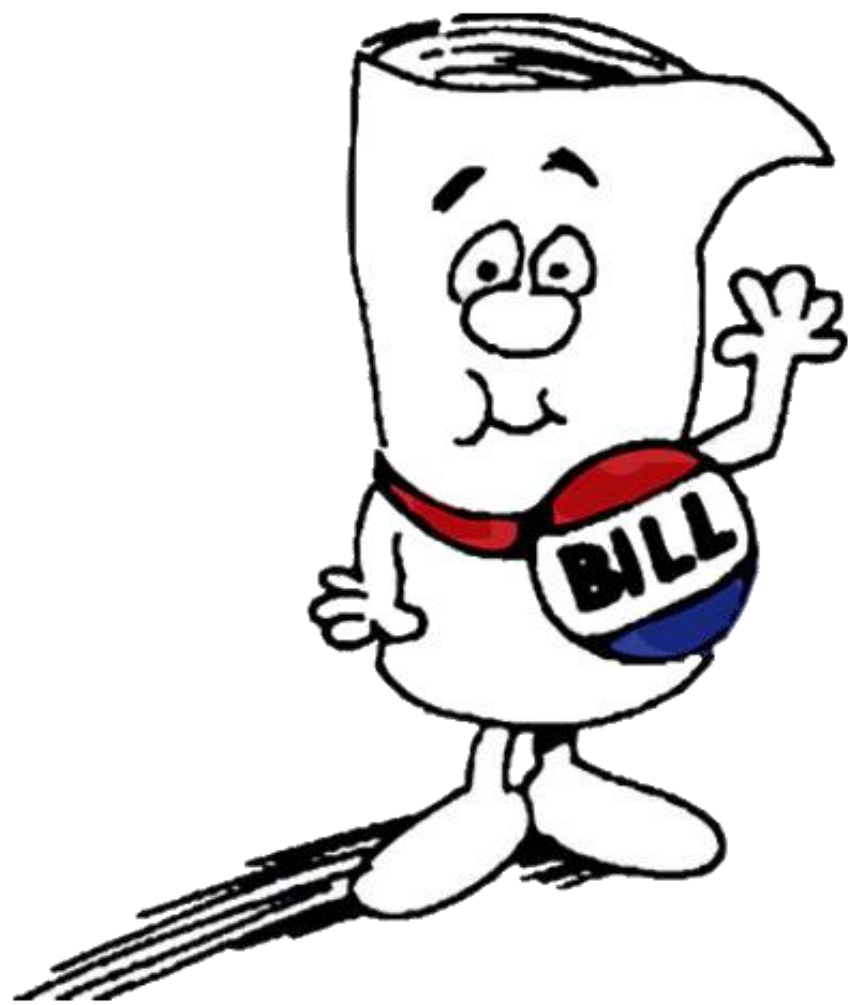
\$ Linked to Outcomes

**Impact
Opportunity**

\$1 Trillion



Government



Frontiers Panel

Omar Passons (Moderator)
Vice Chair, San Diego Workforce Partnership
@omarpassons

Elizabeth Gonzalez
Andy Hall
Caroline Whistler

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